

**IN THE CLAIMS**

For the convenience of the Examiner all pending claims of the present Application are shown below whether an amendment has been made or not. Please amend the claims as follows:

1.       **(Currently Amended)** A system for managing contract labor activities, comprising:
  - a communication interface adapted to be coupled to a communication network, the communication interface operable to receive information from and send information to the communication network;
  - a memory coupled to the communication interface, the memory operable to store information received through the communication interface; and
  - a processor coupled to the memory, the processor operable to receive a contract labor request, receive a list of vendors associated with the contract labor request, associate the list with the contract labor request, **store the contract labor request and the associated list of vendors in the memory**, and generate a message containing information in the contract labor request for at least one of the vendors.
2.       **(Original)** The system of Claim 1, wherein the contract labor request includes an indication of the skills applicable to the requested labor and an indication of the size of the project.
3.       **(Original)** The system of Claim 1, wherein the processor is further operable to determine an estimate of the cost for the contract labor request, generate a message requesting approval of the contract labor request, and receive approval.
4.       **(Original)** The system of Claim 3, wherein determining an estimate of the cost for the contract labor request comprises determining a labor rate based on data regarding similar labor in the geographic region where the labor is to be performed.

5.       **(Original)** The system of Claim 1, wherein receiving a contract labor request includes comparing the anticipated amount of hours to be worked against the period of employment to determine whether overtime is required.

6.       **(Original)** The system of Claim 1, wherein the processor is further operable to:  
  
          receive resume information regarding candidates from at least one of the associated vendors; and  
  
          generate a message containing at least part of the resume information.

7.       **(Original)** The system of Claim 6, wherein the processor is further operable to:  
  
          receive verification that some of the resumes have been rejected; and  
  
          generate a message identifying the rejected resumes.

8.       **(Original)** The system of Claim 1, wherein the processor is further operable to:  
  
          receive information indicating that a candidate has been selected for hire; and  
  
          generate a message containing a purchase order for the services of the selected candidate.

9.       **(Original)** The system of Claim 1, wherein the processor is further operable to:  
  
          receive a compensation request;  
  
          generate a message containing information from the compensation request;  
  
          receive a message indicating that the compensation request is approved; and  
  
          generate a second message containing information from the compensation request.

10. **(Original)** The system of Claim 1, wherein the processor is further operable to:

receive an invoice;

associate the invoice with a purchase order;

determine whether the invoice is associated with an approved compensation request;

and

generate a message regarding payment of the invoice if it is associated with an approved compensation request.

11. **(Currently Amended)** A method for managing contract labor activities, comprising:

receiving a contract labor request through a communication interface;

receiving a list of vendors associated with the contract labor request through the communication interface;

associating the list with the contract labor request; ~~and~~

**storing the contract labor request and the associated list of vendors in the memory; and**

generating a message containing information in the contract labor request for at least one of the vendors.

12. **(Original)** The method of Claim 11, wherein the contract labor request includes an indication of the skills applicable to the requested labor and an indication of the size of the project.

13. **(Original)** The method of Claim 11, further comprising:

determining an estimate of the cost for the contract labor request;

generating a message requesting approval of the contract labor request; and

receiving approval.

14. **(Original)** The method of Claim 13, wherein determining an estimate of the cost for the contract labor request comprises determining a labor rate based on data regarding similar labor in the geographic region where the labor is to be performed.

15.     **(Original)** The method of Claim 11, wherein receiving a contract labor request includes comparing the anticipated amount of hours to be worked against the period of employment to determine whether overtime is required.

16.     **(Original)** The method of Claim 11, further comprising:  
receiving resume information regarding candidates from at least one of the associated vendors; and  
generating a message containing at least part of the resume information.

17.     **(Original)** The method of Claim 16, further comprising:  
receiving verification that some of the resumes have been rejected; and  
generating a message identifying the rejected resumes.

18.     **(Original)** The method of Claim 11, further comprising:  
receiving information indicating that a candidate has been selected for hire; and  
generating a message containing a purchase order for the services of the selected candidate.

19.     **(Original)** The method of Claim 11, further comprising:  
receiving a compensation request;  
generating a message containing information from the compensation request;  
receiving a message indicating that the compensation request is approved; and  
generating a second message containing information from the compensation request.

20.     **(Original)** The method of Claim 11, further comprising:  
receiving an invoice;  
associating the invoice with a purchase order;  
determining whether the invoice is associated with an approved compensation request; and  
generating a message regarding payment of the invoice if it is associated with an approved compensation request.

21. **(Currently Amended)** A set of logic encoded in a computer readable medium, the set of logic operable to:

- receive a contract labor request;
- receive a list of vendors associated with the contract labor request;
- associate the list with the contract labor request;
- generate a message for the associated vendors regarding the contract labor request;
- receive an inquiry regarding the contract labor request from one of the vendors; and
- in response to the received inquiry**, generate a message containing information in the contract labor request.

22. **(Original)** The logic of Claim 21, wherein the contract labor request includes an indication of the skills applicable to the requested labor and an indication of the size of the project.

23. **(Original)** The logic of Claim 21, wherein the logic is further operable to:

- determine an estimate of the cost for the contract labor request;
- generate a message requesting approval of the contract labor request; and
- receive approval.

24. **(Original)** The logic of Claim 23, wherein determining an estimate of the cost for the contract labor request comprises determining a labor rate based on data regarding similar labor in the geographic region where the labor is to be performed.

25. **(Original)** The logic of Claim 21, wherein receiving a contract labor request includes comparing the anticipated amount of hours to be worked against the period of employment to determine whether overtime is required.

26. **(Original)** The logic of Claim 21, wherein the logic is further operable to:

- receive resume information regarding candidates from at least one of the associated vendors; and
- generate a message containing at least part of the resume information.

27.     **(Original)** The logic of Claim 26, wherein the logic is further operable to:  
receive verification that some of the resumes have been rejected; and  
generate a message identifying the rejected resumes.

28.     **(Original)** The logic of Claim 21, wherein the logic is further operable to:  
receive information indicating that a candidate has been selected for hire; and  
generate a message containing a purchase order for the services of the selected  
candidate.

29.     **(Original)** The logic of Claim 21, wherein the logic is further operable to:  
receive a compensation request;  
generate a message containing information from the compensation request;  
receive a message indicating that the compensation request is approved; and  
generate a second message containing information from the compensation request.

30.     **(Original)** The logic of Claim 21, wherein the logic is further operable to:  
receive an invoice;  
associate the invoice with a purchase order;  
determine whether the invoice is associated with an approved compensation request;  
and  
generate a message containing regarding payment of the invoice if it is associated  
with an approved compensation request.

31. **(Currently Amended)** A system for managing contract labor activities, comprising:

a communication interface adapted to be coupled to a communication network, the communication interface operable to receive information from and send information to the communication network;

a memory coupled to the communication interface, the memory operable to store information received through the communication interface, the memory further operable to store purchase orders for contract labor requests; and

a processor coupled to the memory, the processor operable to receive a compensation request, associate the compensation request with a purchase order, generate a message containing information from the compensation request, receive a message indicating that the compensation request is approved, ~~and~~ generate a second message containing information from the compensation request and requesting an invoice from a vendor associated with the purchase order, and send the second message to the vendor.

32. **(Original)** The system of Claim 31, wherein the compensation request is a time sheet.

33. **(Original)** The system of Claim 31, wherein the processor is further operable to receive an invoice associated with the compensation request, associate the invoice with the purchase order, determine whether the invoice is associated with an approved compensation request, and generate a message regarding payment of the invoice if it is associated with an approved compensation request.

34. **(Original)** The system of Claim 31, wherein the processor is further operable to receive a contract labor request and to determine an estimate of the cost for the contract labor request.

35. **(Original)** The system of Claim 34, wherein determining an estimate of the cost for the contract labor request comprises determining a labor rate based on data regarding similar labor in the geographic region where the labor is to be performed.

36. **(Original)** The system of Claim 34, wherein the processor is further operable to receive a list of vendors associated with the contract labor request, generate a message for the associated vendors regarding the contract labor request, receive an inquiry regarding the contract labor request from one of the vendors, and generate a message containing information in the contract labor request.

37. **(Original)** The system of Claim 34, wherein the processor is further operable to:

receive resume information regarding candidates from at least one of the associated vendors;

generate a message containing at least part of the resume information;

receive verification that some of the resumes have been rejected; and

generate a message identifying the rejected resumes.

38. **(Original)** The system of Claim 34, wherein the processor is further operable to:

receive information indicating that a candidate has been selected for hire; and

generate a message containing a purchase order for the services of the candidate.



39. **(Currently Amended)** A method for managing contract labor activities, comprising:

storing purchase orders for contract labor requests in a memory;  
receiving a compensation request through a communication interface;  
associating the compensation request with a purchase order;  
generating a message containing information from the compensation request;  
receiving a message indicating that the compensation request is approved; **and**  
generating a second message containing information from the compensation request  
**and requesting an invoice from a vendor associated with the purchase order; and**  
**sending the second message to the vendor.**

40. **(Original)** The method of Claim 39, wherein the compensation request is a time sheet.

41. **(Original)** The method of Claim 39, further comprising:  
receiving an invoice associated with the compensation request;  
associating the invoice with the purchase order;  
determining whether the invoice is associated with an approved compensation request; and  
generating a message regarding payment of the invoice if it is associated with an approved compensation request.

42. **(Original)** The method of Claim 39, further comprising:  
receiving a contract labor request; and  
determining an estimate of the cost for the contract labor request.

43. **(Original)** The method of Claim 42, wherein determining an estimate of the cost for the contract labor request comprises determining a labor rate based on data regarding similar labor in the geographic region where the labor is to be performed.

44. **(Original)** The method of Claim 42, further comprising:  
receiving a list of vendors associated with the contract labor request;  
generating a message for the associated vendors regarding the contract labor request;  
receiving an inquiry regarding the contract labor request from one of the vendors; and  
generating a message containing information in the contract labor request.

45. **(Original)** The method of Claim 42, further comprising:  
receiving resume information regarding candidates from at least one of the associated vendors;  
generating a message containing at least part of the resume information;  
receiving verification that some of the resumes have been rejected; and  
generating a message identifying the rejected resumes.

46. **(Original)** The method of Claim 42, further comprising:  
receiving information indicating that a candidate has been selected for hire; and  
generating a message containing a purchase order for the services of the candidate.

47. **(Currently Amended)** A set of logic encoded in a computer readable medium, the logic operable to:  
receive a compensation request;  
associate the compensation request with a purchase order;  
generate a message containing information from the compensation request;  
receive a message indicating that the compensation request is approved; ~~and~~  
generate a second message containing information from the compensation request  
and requesting an invoice from a vendor associated with the purchase order; and  
send the second message to the vendor.

48. **(Original)** The logic of Claim 47, wherein the compensation request is a time sheet.

49.     **(Original)** The logic of Claim 47, wherein the logic is further operable to:  
receive an invoice associated with the compensation request;  
associate the invoice with the purchase order;  
determine whether the invoice is associated with an approved compensation request;  
and  
generate a message regarding payment of the invoice if it is associated with an  
approved compensation request.

50.     **(Original)** The logic of Claim 47, wherein the logic is further operable to:  
receive a contract labor request; and  
determine an estimate of the cost for the contract labor request.

51.     **(Original)** The logic of Claim 50, wherein determining an estimate of the cost  
for the contract labor request comprises determining a labor rate based on data regarding  
similar labor in the geographic region where the labor is to be performed.

52.     **(Original)** The logic of Claim 50, wherein the logic is further operable to:  
receive a list of vendors associated with the contract labor request;  
generate a message for the associated vendors regarding the contract labor request;  
receive an inquiry regarding the contract labor request from one of the vendors; and  
generate a message containing information in the contract labor request.

53.     **(Original)** The logic of Claim 50, wherein the logic is further operable to:  
receive resume information regarding candidates from at least one of the associated  
vendors;  
generate a message containing at least part of the resume information;  
receive verification that some of the resumes have been rejected; and  
generate a message identifying the rejected resumes.

54.     **(Original)** The logic of Claim 50, wherein the logic is further operable to:  
receive information indicating that a candidate has been selected for hire; and  
generate a message containing a purchase order for the services of the candidate.

55. **(Currently Amended)** A system for managing contract labor activities, comprising:

a communication interface adapted to be coupled to a communication network, the communication interface operable to receive information from and send information to the communication network;

a memory coupled to the communication interface, the memory operable to store information received through the communication interface, the memory further operable to store purchase orders for contract labor requests; and

a processor coupled to the memory, the processor operable to receive a contract labor request, receive a list of vendors associated with the contract labor request, associate the list with the contract labor request, generate a message for the associated vendors regarding the contract labor request, receive an inquiry regarding the contract labor request from one of the vendors, **in response to the received inquiry** generate a message containing information in the contract labor request, receive information indicating that a candidate has been selected for hire, generate a message containing a purchase order for the services of the selected candidate, receive a compensation request associated with the purchase order, associate the compensation request with the purchase order, generate a message containing information from the compensation request, receive a message indicating that the compensation request is approved, **and** generate a second message containing information from the compensation request **and requesting an invoice from a vendor associated with the purchase order, and send the second message to the vendor.**

56. **(Currently Amended)** A method for managing contract labor activities, comprising:

storing purchase orders for contract labor requests;

receiving a contract labor request;

receiving a list of vendors associated with the contract labor request;

associating the list with the contract labor request;

generating a message for the associated vendors regarding the contract labor request;

receiving an inquiry regarding the contract labor request from one of the vendors;

**in response to the received inquiry,** generating a message containing information in the contract labor request;

receiving information indicating that a candidate has been selected for hire;

generating a message containing a purchase order for the services of the selected candidate;

receiving a compensation request associated with the purchase order;

associating the compensation request with the purchase order;

generating a message containing information from the compensation request;

receiving a message indicating that the compensation request is approved; **and**

generating a second message containing information from the compensation request **and requesting an invoice from a vendor associated with the purchase order; and sending the second message to the vendor.**